

1 AN ORDINANCE of the Common Council
2 fixing, establishing and ratifying
3 compensation for certain City
4 employees in the Parks & Recreation
5 Department of The City of Fort Wayne,
6 Indiana, represented by The
7 International Brotherhood of
8 Electrical Workers Local #723.

9 WHEREAS, this Council is required to approve all
10 collective bargaining decisions with regard to annual pay and
11 monetary fringe benefits; and

12 WHEREAS, such compensation for employees of the City of
13 Fort Wayne, Indiana, represented by the International
14 Brotherhood of Electrical Workers Local #723 has been arrived
15 at pursuant to agreements reached by and between the City and
16 the International Brotherhood of Electrical Workers Local
17 #723, in accordance with collective bargaining as authorized
18 and envisioned by the City's salary ordinances; and

19 WHEREAS, said agreement is for three (3) years, but
20 pursuant to Indiana law, the compensation provided for therein
21 must be annually ratified; and

22 WHEREAS, the Common Council desires to express its
23 approval of the proposed three (3) year compensation package;
24 and

25 WHEREAS, this ordinance is necessary to ratify, fix and
26 establish such compensation for said employees in the Parks
27 and Recreation Department represented by the International
28 Brotherhood of Electrical Workers Local #723 for the year
29 1990.

30 NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF
31 THE CITY OF FORT WAYNE, INDIANA:

32 SECTION 1. Commencing January 1, 1990, said
 compensation shall be as reflected in Wage Schedule A attached
 hereto and made a part hereof.

SECTION 2. Commencing January 1, 1990, the City will pay employee's PERF contribution (3% of gross pay);

SECTION 3. Commencing January 1, 1990, employee copayment of health insurance premium shall be as follows:

1/1/90, \$120/year per employee;

1/1/91, \$240/year per employee;

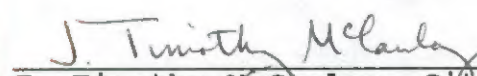
1/1/92, \$240/year per employee.

SECTION 4. The proposed wage increases for 1991 and 1992 are hereby approved subject to the legal requirements of annual ratification of compensation rates for all municipal employees.

SECTION 5. This Ordinance shall be in full force and effect from and after its passage and any and all necessary approvals by the Mayor.


Councilmember

APPROVED AS TO FORM
AND LEGALITY


J. Timothy McCaulay, City Attorney

IBEW Local 723 - Parks & Recreation Department

Wage Schedule A - Effective January 1, 1990

Effective January 1, 1990 and continuing for the life of this agreement, the City shall pay the employee's portion of PERF contributions. Hourly wage rates for bargaining unit employees shall be as follows:

Title	First 12 Months	Over 12 Months
Working Leader (Heavy Equipment, Street Tree, Zoo, Garage, Areas Maintenance)	\$ 8.907	\$ 9.957
Drafting/Engineering Technician	"	"
Security Electrician	"	"
Carpenter	8.182	9.232
Draftsperson	"	"
Electrician	"	"
Fleet Mechanic	"	"
Greenhouse Gardener	"	"
Grounds Maintenance A	"	"
Heavy Equipment Operator	"	"
High-Ranger Operator	"	"
Landscape Gardener	"	"
Mason-Carpenter	"	"
Painter	"	"
Park Person A	"	"
Plumber	"	"
Small Motor Mechanic	"	"
Welder	"	"
General Construction	7.968	9.018
Gardener	"	"
Painter B	"	"
Plumber B	"	"
Recreation Stock Person	"	"
Special Equipment Operator (Heavy Equipment-Street, Tree)	"	"
Ball Diamond Person	7.627	8.677
Garbage Truck Operator	"	"
Grounds Equipment Operator	"	"
Grounds Maintenance B	"	"
Maintenance Person B	"	"
Mechanic Helper	"	"
Park Person C	"	"
Recreation Leader A, Sr. Ctr.	"	"
Relief Person	"	"

1990 Wage Schedule - Continued

Gardener Helper	7.328	8.378
Greenhouse Helper	"	"
Park Helper	"	"
Stockroom Helper	"	"
Tree Crew Helper	"	"

Part-time & Seasonal Employees; one through five years' service:

1st year = \$3.68/hour
2nd year = 3.78/hour
3rd year = 3.93/hour
4th year = 4.03/hour
5th year = 4.18/hour

IBEW Local 723 - Parks & Recreation Department
Wage Schedule B - Effective January 1, 1991

Effective January 1, 1990 and continuing for the life of this agreement, the City shall pay the employee's portion of PERF contributions. Hourly wage rates for bargaining unit employees shall be as follows:

<u>Title</u>	<u>First 12 Months</u>	<u>Over 12 Months</u>
Working Leader (Heavy Equipment, Street Tree, Zoo, Garage, Areas Maintenance)	\$ 9.352	\$ 10.455
Drafting/Engineering Technician	"	"
Security Electrician	"	"
Carpenter	8.591	9.694
Draftsperson	"	"
Electrician	"	"
Fleet Mechanic	"	"
Greenhouse Gardener	"	"
Grounds Maintenance A	"	"
Heavy Equipment Operator	"	"
High-Ranger Operator	"	"
Landscape Gardener	"	"
Mason-Carpenter	"	"
Painter	"	"
Park Person A	"	"
Plumber	"	"
Small Motor Mechanic	"	"
Welder	"	"
General Construction	8.366	9.469
Gardener	"	"
Painter B	"	"
Plumber B	"	"
Recreation Stock Person	"	"
Special Equipment Operator (Heavy Equipment-Street, Tree)	"	"
Ball Diamond Person	8.008	9.111
Garbage Truck Operator	"	"
Grounds Equipment Operator	"	"
Grounds Maintenance B	"	"
Maintenance Person B	"	"
Mechanic Helper	"	"
Park Person C	"	"
Recreation Leader A, Sr. Ctr.	"	"
Relief Person	"	"

1991 Wage Schedule - Continued

Gardener Helper	7.694	8.797
Greenhouse Helper	"	"
Park Helper	"	"
Stockroom Helper	"	"
Tree Crew Helper	"	"

Part-time & Seasonal Employees; one through five years' service:

1st year = \$3.86/hour
2nd year = 3.97/hour
3rd year = 4.13/hour
4th year = 4.23/hour
5th year = 4.39/hour

IBEW Local 723 - Parks & Recreation Department
Wage Schedule C - Effective January 1, 1992

Effective January 1, 1990 and continuing for the life of this agreement, the City shall pay the employee's portion of PERF contributions. Hourly wage rates for bargaining unit employees shall be as follows:

Title	First 12 Months	Over 12 Months
Working Leader (Heavy Equipment, Street Tree, Zoo, Garage, Areas Maintenance)	\$ 9.820	\$ 10.978
Drafting/Engineering Technician	"	"
Security Electrician	"	"
Carpenter	9.021	10.179
Draftsperson	"	"
Electrician	"	"
Fleet Mechanic	"	"
Greenhouse Gardener	"	"
Grounds Maintenance A	"	"
Heavy Equipment Operator	"	"
High-Ranger Operator	"	"
Landscape Gardener	"	"
Mason-Carpenter	"	"
Painter	"	"
Park Person A	"	"
Plumber	"	"
Small Motor Mechanic	"	"
Welder	"	"
General Construction	8.784	9.942
Gardener	"	"
Painter B	"	"
Plumber B	"	"
Recreation Stock Person	"	"
Special Equipment Operator (Heavy Equipment-Street, Tree)	"	"
Ball Diamond Person	8.408	9.567
Garbage Truck Operator	"	"
Grounds Equipment Operator	"	"
Grounds Maintenance B	"	"
Maintenance Person B	"	"
Mechanic Helper	"	"
Park Person C	"	"
Recreation Leader A, Sr. Ctr.	"	"
Relief Person	"	"

1992 Wage Schedule - Continued

Gardener Helper	8.079	9.237
Greenhouse Helper	"	"
Park Helper	"	"
Stockroom Helper	"	"
Tree Crew Helper	"	"

Part-time & Seasonal Employees; one through five years' service:

1st year = \$4.05/hour
2nd year = 4.17/hour
3rd year = 4.34/hour
4th year = 4.44/hour
5th year = 4.61/hour

Admn. Appr. _____

DIGEST SHEET

S-90-01-28

TITLE OF ORDINANCE: Ordinance approving Agreement between
The City of Fort Wayne and the International Brotherhood of
Electrical Workers Local 723 and Wage Schedules for 1990,
1991, and 1992.

DEPARTMENT REQUESTING ORDINANCE: Personnel - 1-17-90

SYNOPSIS OF ORDINANCE: Provides for wage rates as follows:

Effective 1-1-90 - City will pay employees' PERF
contributions (3%), wage rates remain at 1989 level,
per attached Schedule A.

Effective 1-1-91 - wage rates increase 5 percent over 1990
rates, per attached Schedule B.

Effective 1-1-92 - wage rates increase 5 percent over 1991
rates, per attached Schedule C.

Seasonal employees join union after 90 days instead of 45
days.

Seasonal employees are eligible for fringe benefit accrual
after 7 months instead of 6 months.

Insurance copayment increased from \$60 to \$120/yr for 1990;
to \$240/yr. for 1991 and 1992.

Vacation schedule change: 3 weeks after 6 yrs instead of 7;
5 weeks after 20 yrs instead of
25 yrs.

Personal time increased from 2 days/yr to 3 days/yr after 5
yrs service.

EFFECT OF PASSAGE: Wage and benefit increases as above;
increased flexibility in management of seasonal employees.

EFFECT OF NON-PASSAGE: Wage and benefit levels, and seasonal
employee provisions, remain at 1989 levels.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS):

1990 - Employees' PERF Contribution = \$45,300; savings of
\$5,160 thru increased insurance copayment;

1991 - 5% increase = \$75,501; savings of \$10,320 thru
increased insurance copayment;

1992 - 5% increase = \$79,276.

ASSIGNED TO COMMITTEE (PRESIDENT) _____

BILL NO. S-90-01-28

REPORT OF THE COMMITTEE ON FINANCE

THOMAS C. HENRY, CHAIRMAN
DONALD J. SCHMIDT, VICE CHAIRMAN
BRADBURY, BURNS, GIAQUINTA

*Common
of Wayne*

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) ~~(RESOLUTION)~~ of the Common Council
fixing, establishing and ratifying compensation for certain
City employees in the Parks and Recreation Department of The
City of Fort Wayne, Indiana, represented by The International
Brotherhood of Electrical Workers Local #723

HAVE HAD SAID (ORDINANCE) ~~(RESOLUTION)~~ UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) ~~(RESOLUTION)~~

DO PASS

DO NOT PASS

ABSTAIN

NO REC

Janet H. Bradbury

Cletus R. Edwards

Samuel J. Talarico

Mark R. Rapp

Mark E. Smith

Jan M. Burns

Paul Long

DATED: *2-13-90*

Sandra E. Kennedy
City Clerk

Read the first time in full and on motion by Norby, seconded by Talarico, and duly adopted, read the second time by title and referred to the Committee on Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on _____, the _____, day of _____, 19____, at _____ o'clock _____ M., E.S.T.

DATED: 1-23-90

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Norby, seconded by Bradbury, and duly adopted, placed on its passage. PASSED ~~LOST~~ by the following vote:

	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>
TOTAL VOTES	<u>7</u>	<u>1</u>		<u>1</u>
BRADBURY	<u>✓</u>			
BURNS	<u>✓</u>			
EDMONDS	<u>✓</u>			
GIAQUINTA		<u>✓</u>		
HENRY	<u>✓</u>			
LONG	<u>✓</u>			
REDD	<u>✓</u>			
SCHMIDT				<u>✓</u>
TALARICO	<u>✓</u>			

DATED: 2-13-90

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) _____ (APPROPRIATION) _____ (GENERAL) _____ (SPECIAL) _____ (ZONING MAP) _____ ORDINANCE RESOLUTION NO. S-40-90 on the 13th day of February, 1990,

Sandra E. Kennedy ATTEST
SANDRA E. KENNEDY, CITY CLERK

SEAL
Charles S. Reed
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 14th day of February, 1990, at the hour of 11:30 o'clock P. M., E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 15th day of February, 1990, at the hour of 1:30 o'clock P. M., E.S.T.

PAUL HELMKE
PAUL HELMKE, MAYOR